

WPTA Television Inc
EEO PUBLIC FILE REPORT
April 1, 2017 - March 31, 2018

I. VACANCY LIST

See Section II, the "Master Recruitment Source List" ("MRS�") for recruitment source data

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Marketing Manager	1-5, 8, 10-12, 14, 16-21, 23-24, 26-34, 36, 38-41, 43	20
Account Executive	1-5, 8, 10-19, 21, 23-24, 26-36, 38-41, 43	35
Account Executive	1-5, 8, 10-19, 21, 23-24, 26-36, 38-41, 43	35
Executive Producer	1-5, 7, 10-19, 21, 23-24, 26-34, 36, 38- 41, 43	7
Weekend Meteorologist	1-4, 8, 10-19, 21, 23-24, 26-34, 36, 38- 41, 43-44	26
Director	1-4, 8, 10-19, 21-24, 26-34, 36-41, 43	26
Producer	1-4, 8, 10-19, 21-24, 26-34, 36, 38-41, 43	8
Director	1-4, 9-19, 21-34, 36, 38-41, 43	9
Producer	1-4, 6, 10-19, 21-34, 36, 38-43	24

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II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	Ball State University 2000 West University Avenue Muncie, Indiana 47306 Phone : 765-289-1241 Email : tpollard@bsu.edu Tim Pollard	Y	0
2	Collective Talent 1721 Richardson Place Tampa, Florida 33606 Phone : 813-254-9695 Url : http://www.collectivetalent.com Email : bille@michaelsmedia.com Michael Bille	N	0
3	College-Ivy Tech Community College 3800 North Anthony Boulevard Fort Wayne, Indiana 46805 Phone : 260-480-4223 Email : rmc michael3@ivytech.edu Joe McMichael	Y	0
4	College-Ivy Tech Community College-Warsaw Campus 3755 Lake City Highway Warsaw, Indiana 46580 Phone : 574-267-5428 Email : rsullivan7@ivytech.edu Rebecca Sullivan	Y	0
5	Columbia College Chicago 600 South Michigan Avenue Chicago, Illinois 60605 Phone : 312-369-6956 Email : asheridon@colum.edu Angela Sheridan	N	0
6	Current Employee	N	1
7	Current Employee/Internal Promotion	N	1
8	Employee Referral	N	7
9	Former Employee Referral	N	1

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10	Fort Wayne Urban League 2135 South Hanna Street Fort Wayne, Indiana 46803 Phone : 260-745-3100 Email : rhamilton@fwurbanleague.org Fax : 1-260-745-3100 Rufus C. Hamilton	Y	0
11	Fort Wayne Women's Bureau 3521 Lake Avenue Suite 1 Fort Wayne, Indiana 46085 Phone : 260-424-7977 Email : rhardy@womensbureau.org Rose Hardy	Y	0
12	Huntington University 2303 College Avenue Huntington, Indiana 46750 Email : msmith@huntington.edu Martha Smith	Y	0
13	Indeed 6433 Champion Grandview Way Austin, Texas Phone : 1(800)462-5842 Robert Faulkner Manual Posting	N	12
14	Indiana Broadcasters Association 3003 E 98th St # 161 Indianapolis, Indiana 46280 Phone : 248-229-6898 Url : www.indianabroadcasters.org Dave Arland Manual Posting	N	0
15	IPFW Job Zone 2101 E. Coliseum Blvd. Fort Wayne, Indiana Phone : 2604816628 Lynne Koepper Manual Posting	N	0

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16	KBJR - Kayla Martin 246 South Lake Avenue Duluth, Minnesota 55802 Phone : 218-720-9658 Url : http://www.kbjr.com Email : kmmartin@kbjr.com Kayla Martin	N	0
17	KTIV- Kathy Clayton 3135 Floyd Blvd Sioux City, Iowa 51108 Phone : 712-226-5420 Email : kclayton@ktiv.com Kathy Clayton	N	0
18	KTTC- Jodi Neyens 6301 Bandel Rd NW Rochester, Minnesota 55901 Phone : 507-535-8904 Email : jneyens@kttc.com Jodi Neyens	N	0
19	KWWL- Sandy Youngblut 500 East 4th St Waterloo, Iowa 50703 Phone : 319-291-1259 Email : syoungblut@kwwl.com Sandy Youngblut	N	0
20	Linked In	N	1
21	Medialine PO Box 51909 Pacific Grove, California 93950 Phone : 800-237-8073 Url : http://www.medialine.com Email : medialine@medialine.com Mark Shillstone	N	0
22	Northeast Indiana Regional Partnership 200 East Main Street Suite 910 Fort Wayne, Indiana 46802 Phone : 260.469.3468 Url : www.neindiana.com/jobs Jaclyn Goldsborough Manual Posting	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
23	QMI- Lesley Van Ness 130 S 5th St Quincy, Illinois 62306 Phone : 217-221-3418 Email : lvanness@quincymedia.com Lesley Van Ness	N	0
24	Quincy Media Corporate Website 130 S 5th St Quincy, Illinois 62301 Phone : 217-223-5100 Url : www.careersatquincy.com Shanna Church Manual Posting	N	3
25	The Indiana Career hub 30 South Meridian Street Fort Wayne, Indiana Phone : 3176844297 Mary Dickerson Manual Posting	N	0
26	TV Jobs PO Box 4116 Oceanside, California 92052 Phone : 760-754-8177 Url : http://www.tvjobs.com Mark Halloway Manual Posting	N	7
27	University of St. Francis 2701 Spring Street Fort Wayne, Indiana 46808 Phone : 260-399-7700 Email : jmartin@sf.edu Jane Martin	Y	0
28	WAOW - Kelly Fuller 1908 Grand Avenue Wausau, Wisconsin 54403 Phone : 715-843-9236 Url : http://www.waow.com Email : kfuller@waow.com Kelly Fuller	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
29	Wayne Township Trustee Office 320 East Superior Street Fort Wayne, Indiana 46802 Phone : 260-449-7000 Email : information@waynetwp.org James Graham	Y	0
30	WBNG- Kate Garger 560 Columbia Drive Johnson City, New York 13790 Phone : 6075847223 Email : cgarger@wbngtv.com Kate Garger	N	0
31	WEEK- Teddi Stonesifer 2907 Springfield Road East peoria, Illinois 61611 Phone : 3096933784 Url : www.week.com Email : tstonesifer@week.com Teddi Stonesifer	N	0
32	WGEM- Terri Stutheit 513 Hampshire St. PO Box 80 Quincy, Illinois 62306 Phone : 217-228-6621 Email : tstutheit@wgem.com Terri Stutheit	N	0
33	WHIG- Christina Wilson PO Box 909 Quincy, Illinois 62306 Phone : 217-221-3409 Email : cbwilson@qni.biz Christina Wilson	N	0
34	WKOW- Bonnie Beer 5727 Tokay Blvd Madison, Wisconsin 53719 Phone : 608-661-2767 Url : http://www.wkow.com Email : bbeer@wkow.com Bonnie Beer	N	0
35	Word of Mouth Referral	N	4

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
36	WPTA Internal Posting 3401 Bulter Road Fort Wayne, Indiana 46808 Phone : 2604070064 Url : http://www.wpta21.com Cindy Bennett Manual Posting	N	0
37	WPTA On Air Announcement 3401 Bulter Road Fort Wayne, Indiana 46808 Phone : 260-407-0064 Url : http://www.wpta21.com Cindy Bennett Manual Posting	N	0
38	WPTA Website 3401 Bulter Road Fort Wayne, Indiana 46808 Phone : 260-407-0064 Url : http://www.wpta21.com Cindy Bennett Manual Posting	N	4
39	WREX - Theresa Wesseln PO Box 530 Rockford, Illinois 61105 Phone : 815-335-7856 Email : twesseln@wrex.com Theresa Wesseln	N	0
40	WSJV- Amber Moubray PO Box 28 South Bend, Indiana 46624 Phone : 574-274-9006 Email : amoubray@qni.biz Amber Moubray	N	0
41	WVVA- Audrey Sluss 3052 Big Laurel Hwy Bluefield, West Virginia 24701 Phone : 304-324-0659 Email : asluss@wvva.com Audrey Sluss	N	0

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42	www.mediagignow.com 5000 Crossmill Road McLeansville, North Carolina 27301 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0
43	WXOW/WQOW- Theresa Wopat PO Box 3119 LaCrosse, Wisconsin 54602 Phone : 507-895-9872 Email : twopat@wxow.com Theresa Wopat	N	0
44	YouTube - Not Directly Contacted by SEU	N	2
TOTAL INTERVIEWS OVER REPORTING PERIOD:			43

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III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	4/18/2017	Establishment of training programs for station personnel	WPTA's VP/General Manager and the General Sales Manager attended the 2017 Walker Broadcast Management Institute, presented by the University of Wisconsin- Madison's School of Business on April 18-20, 2017. The Institute - the first of its kind sponsored by a State Broadcasters Association, was held on the campus of the University of Wisconsin-Madison in conjunction with the UW School of Business. This year's 3-day Management Institute spent full days on the following topics: Financial Management for Broadcasters, Customer Service, and Investigation Leadership style.	2	VP/ General Manager General Sales Manager
2	4/28/2017	Participation in events or programs sponsored by educational institutions	We had one participant in a job shadowing event. A high school student of the Adam Central Community School interested in journalism job shadowed one of the WPTA Anchor/Reporter for a few hours to learn about her job and what it entails. She was also given a station tour and introduced to all the different job careers in the newsroom.	3	News Director Reportor/ Anchor Assignment Manager

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3	4/28/2017	Participation in other activities designed by the station employment unit	WPTA routinely provides tours of the station to community groups and educational institutions who request the opportunity to visit the station. In April through July 2017, we gave a tour to a few different groups. We had members of the Ball State RTDNA chapter from Ball State University, high school students, an IREACH group from the IREACH program at the East Allen county schools and 6-11years old students from the little Praisers Summer Camp. The station tours typically run an hour and features discussions by various station personnel about their jobs, how they started their careers in broadcasting, how a newscast is produced, and various other aspects of the television station and news operations. These station tours also offers a 10-15 minutes view of live newscast.	5	News Director Exceutive Producer Internet Director Assigment Manager

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
4	5/15/2017	Establishment of an intern program designed to assist members of the community	WPTA offers a paid internship program called Quinternships. The purpose behind the Quinternship program is to offer students in the field of Journalism, Broadcasting, Communication and related fields the opportunity to gain hands-on experience in broadcast television, radio, and digital media. Students who participate will gain a wide variety of practical experience and will receive an hourly wage. The company strives to offer this opportunity to a diverse group of college students. Each Quintern is assigned a mentor and there is a curriculum for each position. The station hosted two student internships during the Spring/Summer of 2017. One intern was a Journalism and Political Science student at Indiana University Bloomington. The Second intern was a Multimedia newsgathering and reporting student of Indiana University Purdue University Fort Wayne. One intern focused more on the Interactive part of broadcasting, the other on reporting.	5	News Director Internet Director Newscast Director Desk Assignment
5	6/19/2017	Establishment of training programs for station personnel	On June 19-23, 2017, Rob Anderson, WPTA's Creative Services Director, attended the 2017 Promax BDA Station Summit held in Las Vegas. Promax is a four day station summit where networks, syndicators along with local television affiliates discuss, learn and debate the issues, trends and emerging business opportunities driving success in local television.	1	Creative Service Director

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6	9/15/2017	Establishment of an intern program designed to assist members of the community	WPTA offers a paid internship program called Quinternships. The purpose behind the Quinternship program is to offer students in the field of Journalism, Broadcasting, Communication and related fields the opportunity to gain hands-on experience in broadcast television, radio, and digital media. Students who participate will gain a wide variety of practical experience and will receive an hourly wage. The company strives to offer this opportunity to a diverse group of college students. Each Quintern is assigned a mentor and there is a curriculum for each position. The station hosted two student internships during the Fall/ Winter of 2017. One intern was a broadcast Meteorology major who attended Mississippi State University. The Second intern also Majored in Meteorology at Central Michigan University.	3	News Director Chief Meterologist Assignment Manager
7	9/25/2017	Establishment of training programs for station personnel	WPTA Representatives from the News Department, Interactive Department, Promotions and Marketing Departments attended the 2017 Leadership Summit in Wisconsin. This event took place on September 25-27, 2017.	5	News Director Interactive Promotions Marketing
8	9/29/2017	Participation in events or programs sponsored by educational institutions	The News Director of WPTA was invited to speak on a career panel called "Directors and Connections" at Ball State's 22nd annual Fall News Roundup at Ball State University. The News Director spoke about his career experiences. Telling aspiring journalist what he does, how he got there and what today's students could do or avoid doing during their college years. He was also welcomed to address industry issues and trends.	1	News Director

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9	10/5/2017	Participation in events or programs sponsored by educational institutions	One of WPTA's Anchor/ Reporter was invited to speak to students at Lancaster elementary in Ossian, IN. The Subject of Speaking was Career day. She spoke about jobs in the broadcast journalism field and what she does as a reporter. There were about 70 students in attendance.	1	Anchor/ Reporter
10	10/7/2017	Participation in Job Fairs	WPTA Station Representative, the General Manager and Assignment Manager successfully participated in the broadcasters Career/Internship Fair on Saturday, October 7, 2017. They attended the career fair working in the booth collecting resumes and interviewing qualified candidates.	2	General Manager Assignment Manager
11	1/22/2018	Establishment of training programs for station personnel	The Senior Newscast Director and Assistant Chief Engineer of WPTA attended the Quincy Media Production Team Summit on January 22-25, 2018. Within this Summit they had meetings and training with the Corporate staff of Quincy media like the News Director, Director of Engineering, Director of control room, Director of Human Resources and Director of Information services and other invited guests speakers.	2	Assistant Chief Engineer Senior Director
12	1/31/2018	Participation in events or programs sponsored by educational institutions	On January 31, 2018, WPTA's Chief Meteorologist was invited to Indiana Tech Career Center to speak to about 70 students. He spoke on the topic " Elevator pitch" which is essentially a short statement about yourself that you give to an employer that demonstrates why you are best fit for a job. He spoke about his job and why he loves his job so much.	1	Chief Meteorologist

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13	2/14/2018	Participation in Job Fairs	On February 14, 2018 the General Sales Manager of WPTA-TV attended the Indiana Tech Business Career Fair. Students were in attendance to talk about available jobs and internship opportunities. The GSM received a couple of resumes of interested students and is also following up with them for internship opportunities here at the station.	1	General Sales Manager
14	2/28/2018	Establishment of training programs for station personnel	From February 28-March 3, 2018, News Director Jonathan Shelley participated in the Carole Kneeland Project Spring 2018 New Media Leadership Forum, held in Charlotte, NC. The session immersed 18 selected journalists from around the country in a rigorous, three-day seminar in news ethics, writing, decision-making, management and leadership. This training has become the core focus of The Kneeland Project, and has evolved to address the dynamic and changing media landscape, while retaining the values, ethics, and fundamentals taught by Carole. The Carole Kneeland Project for Responsible Journalism was founded in 1998, in tribute to an extraordinary individual, Carole Kent Kneeland, whose courage, passion and sense of fairness far surpassed her time on earth. Her family, friends and colleagues believed in what she stood for, and vowed to carry her legacy on through The Kneeland Project	1	News Director
15	3/24/2018	Participation in Job Fairs	WPTA Station Representative, the Assignment Manager, Executive Producer and Marketing Manager successfully participated in the Broadcasters career / Internship Fair on Saturday, March 24, 2018. They attended the career fair working in the booth collecting resumes and interviewing qualified candidates.	3	Assignment Manager Marketing Manager Executive Producer